



# Supply Chest

June 7, 2002

Ready - Resourceful - Responsive!

Vol. 54 No. 10

## Cheatham Annex is steeped in SC tradition and history

Fleet and Industrial Supply Center (FISC), Detachment Cheatham Annex (CAX) is steeped in Supply Corps tradition and history. Located 50 miles northwest of Norfolk in Williamsburg, Va., it is one of the last supply depots in the Navy. Cheatham's physical distribution mission remains as important today as it was when the complex opened 59 years ago.

Positioned in the center of the Jamestown-Williamsburg-Yorktown historic triangle, CAX was once the location of a primitive Indian village. During World War I, it was the site of a large Dupont Corporation powder and shell-loading plant. Purchased by the Navy incident to World War II, CAX

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June 21 will mark the 59th anniversary of a Navy Supply Corps presence at Cheatham Annex.

## Multi-cultural picnic kicks-off summer

Mike Machen, DDNV Code P, was just one of many FISC/DDNV employees who braved a record-high temperature (97 degrees) at NAB Little Creek's Seal Park and enjoyed good food, games and entertainment during the annual Multi-cultural picnic. Entertainment included a variety of ethnic dancers, musicians, and a special version of the popular game show, "The Weakest Link." Mr. Machen was fortunate enough to share the stage with one of two Flamenco dancers. Don't miss the next issue of the Supply Chest, where you'll find complete picnic coverage.



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# Strength in numbers results in *"Teaming for Success"*



By Capt. Bill Kowba  
Commanding Officer, FISC Norfolk  
Centerites,

Teaming for success! How many of us have heard that phrase before? Another popular statement is that the "whole is greater or stronger than the parts." Perhaps you like the observation that there is "strength in numbers." One of my son, the soccer player's observation's is that "there is no 'I' in the the word team." Each of these catchy collection of words is referring

to the same widely held belief. There is great advantage to be gained by working as a team. People who combine their many skills and dedicate themselves to a common cause will regularly overcome obstacles in their path to achieve the desired goals.

I doubt few would challenge the logic of working together rather than at cross purposes. There are innumerable examples around the supply center where good collaboration has produced success. Consider all of the A-76 studies that have resulted in retention of the mission within our organization. We pulled together to write solid performance work statements and designed most efficient organizations that produced new and improved ATAC and HAZMAT operations. Think about the great outcomes that emerged when we mobilized to implement new mission. The Code 100 team skillfully recreated itself to roll out the Logistics Support Center (LSC). The fleet sailors rave about the service. Today, we wonder how we ever lived without the LSC as the centerpiece of our waterfront support. The underlying point is that people - you, me, our co-workers - set aside

our differences to pursue the greater good.

A successful team is built on a foundation with many key ingredients including trust, respect, courtesy, and communications. You cannot effectively work with others over the long term unless you accept them as equal partners with the right to be heard and the opportunity to contribute. That is not to say that we will not have our disagreements or differences of opinion. What really counts is the willingness to give and take in a positive manner and ultimately support the team's decision to proceed in a certain way. We are a part of many teams in the work setting. Each of us is a member of some combination of section, branch, division, department, and command. Going one step further, we at FISC Norfolk collectively are also part of a global logistics team by our very membership in the Naval Supply Systems Command or NAVSUP.

Teaming is a concept that all organizations need to periodically assess because it is so critical to the accomplishment of their strategic goals and objec-

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## Supply Chest

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# Bene Sugg is not a co-worker... but he can help you at work



By Sid Etherington  
Executive Director, FISC Norfolk

In the May 3 edition of the *Supply Chest* there was a great picture of a FISC employee smiling with the caption, "Why is this woman smiling?" On page 7 you found out. The lady was an ATAC employee, Ms. Libby Bishop, and she was smiling because she had submitted a beneficial suggestion, affectionately known as a Bene Sugg, to improve the procedures for overseas

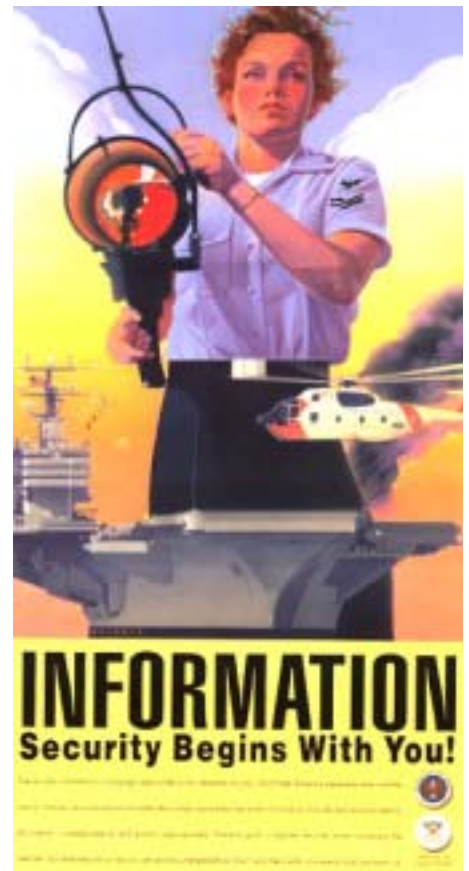
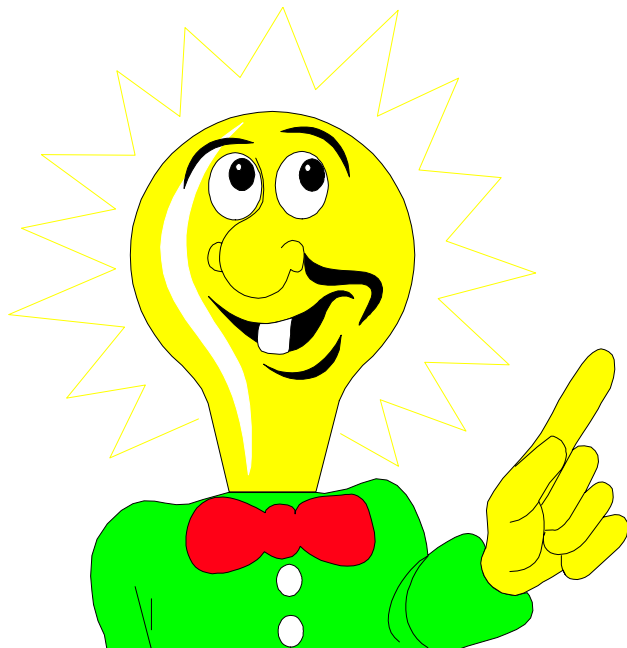
shipments clearing customs. Ms. Bishop had a great idea for a process improvement, and she remembered the "tried and true" Beneficial Suggestion Program. Her idea was adopted, and she received a \$2,000 cash award. The check really "did come in the mail."

Have some of you forgotten about this program? Did some of you think it was no longer alive and well? Well, think again. The Beneficial Suggestion Program is still with us and it is still very easy to use. For the most part, it involves coming up with an idea for improvement of the economy, effectiveness or efficiency within your activity, Department of Navy or other federal agencies. The really good part is, as the submitter, you are not required to fully research the improvement, your job is to provide a narrative explanation of the new idea. You certainly can, as the submitter, do some research, but the program requires the receiving activity to investigate the "idea." The investigating officer, usually assigned by the benefiting activity, decides the merits, the impact, the applicability of the idea and prepares a report on what it would re-

quire to implement the improvement and what the anticipated savings, tangible or intangible, might be. The cash award is determined based on the benefits, safety value and annual monetary savings and can range from \$25 to \$25,000.

There are two reasons I chose to write my article on Bene Suggs. The first is to remind you that the program exists, and the second is to encourage you to remain innovative, creative and

energetic about the work you do every day. I am sure there have been times when you muttered "there has to be an easier way to do this." Well, perhaps there was, right on the tip of your own tongue. Think about that better or easier way and write it down, or tell someone about your idea, or use the Beneficial Suggestion Program. Just keep thinking. There are almost always better ways to do things. In this environment of shrinking resources a better, easier way will keep us at the top of our game. A better process will make us better service providers. We cannot or should not count on others to improve our processes. We are the best source of the "better mousetraps," so keep the good ideas coming and maybe the next smiling face on the cover of the *Supply Chest* will be yours. It will be a pleasure to deliver the check.





**Advanced Management Program - FY 03 Dates** -As the Navy's business leader, the Naval Supply Systems Command must constantly update the education and skill sets we provide our managers throughout their career. We have made great strides through attendance to postgraduate school programs for our LT/LCDRs, civilian career development, and executive training programs for our recently selected CAPTs. However, more can be done for the professional development of our CDRs and GS-13/14s. The Tench Francis School of Business, Advanced Management Program (AMP) is a 3-week course equivalent to civilian executive education programs. Located at the Navy Supply Corps School (NSCS) in Athens, GA, the AMP is designed for officers and civilians with significant responsibility and outstanding records of achievement. AMP is a forward-looking program that prepares experienced middle and upper middle level managers for the leadership challenges of the 21st century. It incorporates workshops and traditional learning to develop key competencies needed for higher levels of strategic leadership. Advanced management development is a process which begins with the identification of competency gaps, proceeds through self-paced and group learning, and culminates in practice and application.

Leaders in the 21st century will face challenges due to rapid change and instantaneous information exchange. AMP provides the tools necessary to formulate and implement strategy, develop and manage networks of people, and incorporate experiences into a broadened policy-level perspective. Through topics such as activity based costing/management, benchmarking, metrics management, managing organizational change, competitive strategy and execution, e-business, ERP and information systems solutions, AMP hones managerial and leadership skills. After completing AMP, graduates will be able to coordinate functional areas to support overall strategy implementation, formulate customer driven strategies for leadership in quality, cost avoidance and service, and improve the organization's mission support capability. More information can be found at [www.amp.nscs.com](http://www.amp.nscs.com).

**FY 03 Class Dates:** 04-22 November 2002; 23 February - 14 March 2003; 01-20 June 2003; 03-22 August 2003.

**Prerequisites:** Must be an O-5, O-5 select or civilian GS - 13/14.

**Selection:** Officers/civilians desiring to attend should complete the application found on the AMP website or fax it to the number listed below. Selection will be based on performance, current/future assignment, and availability. Tench Francis School of Business, 1425 Prince Avenue Athens, GA 30606. Fax: 706-354-7262.



Questions should be directed to LCDR Jeff Rathbun at 706-354-7233, DSN 588-7233, [rathbun@nscs.com](mailto:rathbun@nscs.com).

**Sea Tour Lengths** - From time to time, sea tour length adjustments become necessary to maintain a balance between our afloat and ashore requirements. In 2000 and 2001, we significantly increased accessions to overcome recruiting shortfalls from the mid- 90s. The increase in accessions allowed us to shorten initial afloat tour lengths to the present 24-30 months tours. The Fiscal Year (FY) 2002 Accession Plan significantly reduced the number of new recruits allowed for the Supply Corps. The resulting decrease in the number of Supply Corps officers graduating from the Basic Qualification Course (BQC) has forced us to reassess initial afloat tour lengths as follows:

**ENS/LTJG (First) Sea Tour:** With decreased Ensign throughput, initial afloat tours will be lengthened from the present 24-30 months to 24-36 months as follows: CONUS Division Officer - 36 months; CONUS Department Head (MCM, Submarine) - 30 months; Overseas Division Officer - 24 months.

The increase in accessions for FY 2000 (and to a lesser degree FY 2001) provided flexibility to relieve many officers at sea on initial orders for 30 months at approximately 24 months. Based on the near term accession outlook, officers should expect to remain on-board for the complete tour length.

**LT (Second) Sea Tour:** Following a normal 2-year tour ashore, officers can expect their second afloat tour to be 24-30 months in length for CONUS tours and 24 months overseas. With postgraduate school quotas remaining in the 60-65 quota range, we are close to reaching our goal of sending most qualified officers without a Masters degree to postgraduate school following their second sea tour.

**LCDR and CDR Sea Tours:** These tours will remain at approximately 24 months.

Tour length changes do not take effect immediately. As a general rule, relief will be provided for those officers who have been at sea the longest, as students graduate from the BQC.

We have many demanding jobs ashore; however, sea duty billets are our highest priority fills and continue to require our leadership talents and technical expertise in direct support of the Warfighter.

A solid foundation of sea duty can be built upon by adding education tours, experience tours, and subspecialty development tours. The career you build can take many shapes...and no two will look exactly alike. As a sea-going Corps, our foundation will continue to be sea duty!

J. D. MCCARTHY  
Rear Admiral, SC, USN

# Navy Postal Managers hold annual meeting in Norfolk

Senior civilian and active-duty Navy Postal Clerks from around the world gathered in Norfolk recently for the seventh annual Navy Postal Managers Conference. The week-long conference, held at Naval Station Norfolk's Pier 26 Club, featured speakers, seminars, and discussions on Navy postal affairs.

The conference alternates locations each year between San Diego and Norfolk. It serves as a forum for postal clerks to network, and offers an opportunity for junior PCs to meet senior postal clerks and learn from their experience. Conference attendees traveled from around the world. There were representatives from San Diego, Washington State, Hawaii, Japan, Philippines, Singapore, Diego Garcia, Bahrain, Iceland, Cuba, Naples and Sigonella Italy, Spain, Rome and London. Many other stateside commands were well represented as well.

"The conference was a great opportunity to put the faces behind the names, emails and voices in dealings with other postal managers," said PCCS(SW) Jeffrey Gibbs, Regional Navy Mail Center Norfolk leading chief petty officer. "This was also a great forum to put out information on new current programs and procedures, future items of interest and solicit input to assure proper implementation of current and future taskings," added Gibbs.

One of the highlights of the conference was a session for junior shipboard Postal Clerks conducted by their advancement exam writer and the PC detailer. More than 70 junior Postal Clerks, E-1 to E-6, were able to attend. An evening cookout allowed conference attendees to swap sea stories and discuss sidebar issues.

One of the featured speakers at the

conference was Atlantic Fleet Supply Officer Rear Adm. Paul Soderberg. He gave high marks to the assembled postal managers. "We hear less about the Postal Service than any of the other areas I manage, and there's a reason for that," said Soderberg. "You do an outstanding job providing a critical service to the fleet." He highlighted how important regular mail service is to deployed Sailors, and how much it means to them to receive good mail service. "Your mission is to extend the USPS out to where it isn't. Personal service to deployed units – that is what you provide."

Recent domestic and world events have presented new challenges that postal managers have faced head-on and overcome. Those challenges include the issue of absentee ballots for deployed members in the 2000 U.S. Presidential election, the anthrax scare, and the routing of mail to detainees at Guantanamo Bay, Cuba. Throughout all of the challenges, Soderberg said the Navy Postal community performed admirably. "You've never had more reason to be proud of what you do than in the past year." He also warned them that there are still challenges ahead. "You need to be ever-vigilant of what passes through your post offices," he added.

Soderberg also encouraged Postal managers to maximize use of training opportunities to ensure PCs are best equipped to help their customers. "We have to exploit education," he said. "We have to exploit technology. It's out there. We have to put it to good use. Look at what takes Sailors aboard ship



*Rear Adm. Paul Soderberg, Atlantic Fleet Supply Officer, addresses senior Navy postal managers.*

the most time to do, then look at what technology can do to make the situation better."

Conference attendee PC2 Phillip Seagraves was glad to have had the opportunity to attend. "I felt that the conference provided new insight to old problems in our community and showed new views and programs on topics like training and detailing," said Seagraves. "It allowed Postal Clerks from all over the world to get together and share their ideas on how to improve the state of the rating and manning throughout the rate."

By week's end, the conference attendees had a wealth of information to take back to their commands. They also had a tremendous amount of pride in knowing that their efforts have been noticed and appreciated.



was commissioned in June 1943 as an annex to the Naval Supply Depot in Norfolk. The facility was renamed FISC Cheatham Annex in honor of Rear Adm. Joseph Johnston Cheatham, the 1929 Chief of the Bureau of Supplies and Accounts, the forerunner of today's Naval Supply Systems Command. He was also the fifth and eighth commanding officer of Naval Supply Depot Norfolk. By association with the Norfolk operation, CAX has been part of the "World's Largest Store," providing logistic support to the fleet.

In 1998, base operating support (BOS) functions in the Mid-Atlantic Region were regionalized. As a result, base support responsibilities for CAX transferred from FISC to Naval Weapons Station Yorktown. Under regionalization, support functions are administered by designated program managers. The Commanding Officer of Naval Weapons Station Yorktown is now the installation commander for Cheatham Annex. Though there has been BOS realignment at CAX, there remains a critical logistics mission and detachment at Cheatham that is part of FISC Norfolk. This detachment also maintains a storefront presence on the peninsula with responsibility for regional supply support.

CAX originally occupied about 3,400 acres but turned over 1,800 acres to the state of Virginia in the mid-1970's. Today, the footprint consists of 1,600 acres, including nearly 200 acres of lakes and marshlands. Eighteen warehouses provide approximately 2.3 million gross square feet of general-purpose unheated space and 300,000 gross square feet of controlled humidity space. Ten of Cheatham Annex's warehouses were built in 1943, with the remaining structures constructed in 1945.

CAX plays a vital role in executing the Naval Supply Systems Command's (NAVSUPSYSCOM) Strategic Plan as a depot with the facilities and capability to handle a spectrum of commodities from small binnables to the "big, the bad, and the ugly" parts. CAX presently stores more than 15,000 large sized items with a value in excess of \$1 billion. It affords custody asset storage for large, bulky and unique Navy material and programs. Examples of special Navy components stowed at CAX include submarine periscopes, ship propellers, bull gears, antennae, and sonar domes. CAX



*Riggers at CAX guide a screw (propeller) onto a truck for delivery to USS Dwight D. Eisenhower. The aircraft carrier is undergoing a three-year complex overhaul and refueling at Northrop Grumman Newport News. The screw is just one example of the many vital parts and equipment stored at CAX. Most of the work performed there goes unheralded, as most of their work is done behind the scenes. But without the efforts of CAX employees, ships, planes and submarines would not be able to perform their missions.*

also functions as the Military Sealift Command (MSC) and Naval Sea Systems Command's (NAVSEASYS COM) East Coast consolidated stock points for major shipboard mechanical, electronic, and navigational material. CAX operates the Navy's only personal effects distribution center too.

CAX offers quality warehouse space in older, but well-maintained warehouses for considerably less than comparable civilian facilities, providing low-cost storage and supply management for their customers. FISC Norfolk Cheatham Annex Detachment not only has a direct funded mission to hold stock material, but also a reimbursable capability for sponsor-owned/government-owned material. CAX provides special warehouse and material distribution services for 51 storage authorization programs and tenant commands. The Coast Guard has recently signed on for storage support services. The Navy Curator and NAVAIR have expanded their presence and NAVSEA remains a long-term customer.

CAX's contribution to combat capability is most evident during times of war. It served as an assembly and shipping point for material destined for advanced overseas bases throughout World War II. More than 11 years ago during Operations Desert Shield and Desert Storm, CAX per-

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# ***Hurricane season is upon us: Are you prepared?***



## **You should be able to answer the following questions before a hurricane threatens:**

- What are the Hurricane Hazards?
- What does it mean to you?
- What actions should you take to be prepared?

The six-month hurricane season opened June 1 and will continue thru November 30. Weather forecasters are predicting a slightly busier than normal season. Hurricanes and tropical cyclones pose a serious threat to personnel, ships and installations.

Hurricanes can be dangerous killers. Learning the hurricane warning messages and planning ahead can reduce the chances of injury or major property damage.

### **BEFORE**

Plan an evacuation route.

Contact the local emergency management office or American Red Cross chapter, and ask for the community hurricane preparedness plan. This plan should include information on the safest evacuation routes and nearby shelters.

### **Learn safe routes inland**

Be ready to drive 20 to 50 miles inland to locate a safe place.

Have disaster supplies on hand.

- Flashlight and extra batteries
- Portable, battery-operated radio and extra batteries
- First aid kit and manual
- Emergency food and water
- Nonelectric can opener
- Essential medicines
- Cash and credit cards
- Sturdy shoes

### **Make arrangements for pets**

Pets may not be allowed into emergency shelters for health and space reasons. Contact your local humane society for information on local animal shelters.

Make sure that all family members know how to respond after a hurricane.

Teach family members how and when to turn off gas,

electricity, and water.

Teach children how and when to call 9-1-1, police, or fire department and which radio station to tune to for emergency information.

### **Protect your windows**

Permanent shutters are the best protection. A lower-cost approach is to put up plywood panels. Use 1/2 inch plywood—marine plywood is best—cut to fit each window. Remember to mark which board fits which window. Pre-drill holes every 18 inches for screws. Do this long before the storm.

Trim back dead or weak branches from trees.

Check into flood insurance. You can find out about the National Flood Insurance Program through your local insurance agent or emergency management office.

There is normally a 30-day waiting period before a new policy becomes effective. Homeowners policies do not cover damage from the flooding that accompanies a hurricane.

### **Develop an emergency communication plan**

In case family members are separated from one another during a disaster (a real possibility during the day when adults are at work and children are at school), have a plan for getting back together.

Ask an out-of-state relative or friend to serve as the “family contact.” After a disaster, it’s often easier to call long distance. Make sure everyone in the family knows the name, address, and phone number of the contact person.

### **Hurricane Watches and Warnings**

A hurricane watch is issued when there is a threat of hurricane conditions within 24-36 hours. A hurricane warning is issued when hurricane conditions (winds of 74 miles per hour or greater, or dangerously high water and rough seas) are expected in 24 hours or less.

### **DURING A HURRICANE WATCH**

· Listen to a battery-operated radio or television for hurricane progress reports.

*continued next page*

- Check emergency supplies.
- Fuel car.
- Bring in outdoor objects such as lawn furniture, toys, and garden tools and anchor objects that cannot be brought inside.
- Secure buildings by closing and boarding up windows. Remove outside antennas.
- Turn refrigerator and freezer to coldest settings. Open only when absolutely necessary and close quickly.
- Store drinking water in clean bathtubs, jugs, bottles, and cooking utensils.
- Review evacuation plan.
- Moor boat securely or move it to a designated safe place. Use rope or chain to secure boat to trailer. Use tiedowns to anchor trailer to the ground or house.

### **DURING A HURRICANE WARNING**

- Listen constantly to a battery-operated radio or television for official instructions.
  - If in a mobile home, check tiedowns and evacuate immediately.
  - Store valuables and personal papers in a waterproof container on the highest level of your home.
  - Avoid elevators.
- If at home:
- Stay inside, away from windows, skylights, and glass doors.
  - Keep a supply of flashlights and extra batteries handy. Avoid open flames, such as candles and kerosene lamps, as a source of light.
  - If power is lost, turn off major appliances to reduce power “surge” when electricity is restored.
- If officials indicate evacuation is necessary:
- Leave as soon as possible. Avoid flooded roads and watch for washed-out bridges.
  - Secure your home by unplugging appliances and turning off electricity and the main water valve.
  - Tell someone outside of the storm area where you are going.
  - If time permits, and you live in an identified surge zone, elevate furniture to protect it from flooding or better yet, move it to a higher floor.
  - Bring pre-assembled emergency supplies and warm protective clothing.
  - Take blankets and sleeping bags to shelter.
  - Lock up home and leave.

### **AFTER**

Stay tuned to local radio for information.

### **Help injured or trapped persons**

- Give first aid where appropriate.
- Do not move seriously injured persons unless they are in immediate danger of further injury. Call for help.

### **Return home only after authorities advise that it is safe to do so**

- Avoid loose or dangling power lines and report them immediately to the power company, police, or fire department.
- Enter your home with caution.
- Beware of snakes, insects, and animals driven to higher ground by flood water.
- Open windows and doors to ventilate and dry your home.
- Check refrigerated foods for spoilage.
- Take pictures of the damage, both to the house and its contents and for insurance claims.
- Drive only if absolutely necessary and avoid flooded roads and washed-out bridges.

- Use telephone only for emergency calls.

### **Inspecting utilities in a damaged home**

**Check for gas leaks**—If you smell gas or hear blowing or hissing noise, open a window and quickly leave the building. Turn off the gas at the outside main valve if you can and call the gas company from a neighbor’s home. If you turn off the gas for any reason, it must be turned back on by a professional.

**Look for electrical system damage**—If you see sparks or broken or frayed wires, or if you smell hot insulation, turn off the electricity at the main fuse box or circuit breaker. If you have to step in water to get to the fuse box or circuit breaker, call an electrician first for advice.

**Check for sewage and water lines damage**—If you suspect sewage lines are damaged avoid using the toilets and call a plumber. If water pipes are damaged, contact the water company and avoid the water from the tap. You can obtain safe water by melting ice cubes.

### **Mitigation**

Mitigation includes any activities that prevent an emergency, reduce the chance of an emergency happening, or lessen the damaging effects of unavoidable emergencies. Investing in preventive mitigation steps now such as strengthening unreinforced masonry to withstand wind and flooding and installing shutters on every window will help reduce the impact of hurricanes in the future. For more information on mitigation, contact your local emergency management office.





formed a similar function by receiving, packing, and staging equipment. Over twenty-million pounds of aircraft matting was shipped from CAX in direct support of Operation Desert Storm alone. Today, CAX employees continue their long tradition of wartime service. Since the terrorist attacks of September 11, 2001, FISC Norfolk Cheatham Annex Detachment has been charged with receiving, storing and dispatching patrol boats of various sizes to support homeland defense requirements. More than 130 of these boats have been shipped to Navy units involved with Operation Enduring Freedom. Some of these boats are being used in the waters off Cuba today. CAX employees have also handled as many as 24 CASREPS in one day for deployed ships. Capt. James C. Davis, the Regional Supply Officer Peninsula notes that, "Our CASREPS tend to be much bigger and more challenging to issue. Priority shipments range from multi-ton shafts and reduction gears, to screws (ships propellers) and sonar domes. Not just something you pop in the mail to a requiring unit."

FISC Norfolk Cheatham Annex Detachment is meeting the goal of being ready, resourceful and responsive. In doing so, the detachment continually seeks ways to provide the best possible logistics service that satisfies all customer needs. A few of the initiatives implemented consist of upgrading warehouses, improving inventory processes, developing spending plans/tracking reimbursable monies, and decreasing the overall cost of doing business. Developing a skilled and flexible workforce and marketing capabilities to become a more self-sufficient operation are just two of the key actions pursued daily. Improving business practices is viewed as an essential step to developing the highest quality of service in improving fleet customer support.



*Mike Ryan (left) and Carlton Griffin prepare a pallet for storing transducers. Over a three-week period, they, along with Al Jones, built 115 crates, and palletized and banded 2,884 transducers. The transducers weigh more than 120 pounds each, which made packing and crating them a very labor-intensive task. Through their efforts, the material is now more organized, better protected, and easier to keep track of.*

### **Ocean Terminal mothers honored with luncheon**



*Male employees from Ocean Terminal Division went out of their way to make the mothers working at the Ocean Terminal feel special during a pre-Mother's Day luncheon held at Pier 26. The ladies were wined, dined, and serenaded during the grand affair. They were also presented flowers by Raymond Barnes and Cornelious Winder. Receiving flowers (left to right) were Susan Brown, Linda Starks, Barbara Wilkins, Audra Allen, Karen McDaniel, Ada Sharpe, Lynette Scott, and Cecilia Williams.*

## Program helps area military, spouses find jobs

Each year, between 15,000 and 25,000 military personnel in Hampton Roads leave military service. In order to encourage these individuals to transition into the Hampton Roads work force, Opportunity Inc., Hampton Roads' Workforce Development Network, is introducing a new program called NEXStep Training for Transition, which links exiting military personnel and displaced military spouses with free career counseling and training.

As part of this program, Opportunity Inc. has partnered with the Hampton Roads Chamber of Commerce to develop a program called "TekJobs" that posts technology job openings on a Web site and assists eligible individuals in finding technology-related jobs in the region.

Both programs are also being made available to eligible individuals on the Hampton Roads peninsula through a collaborative arrangement with the Greater Peninsula Workforce Development Consortium and its Peninsula Worklink partnering agencies.

"Hampton Roads is home to families from every branch of the military," said E. Roy Budd, president and CEO of Opportunity Inc. "Now, with the introduction of the NEXStep program, we can help eligible individuals obtain the skills necessary to be successful in the civilian workforce. This not only empowers the individual, it strengthens our regional workforce."

NEXStep augments the military's transition assistance programs by providing free career counseling and training resources. Together with TekJobs, it provides eligible personnel with career training and helps them find jobs with Hampton Roads businesses.

To be eligible for NEXStep services, applicants must be: - Military personnel who has been involuntarily, but honorably, discharged. - Federal employee who has received RIF (reduction in force) notification. - Military spouse who left a job because of a military move. - Reservist or National Guard member who has been activated due to the attacks on September

11, 2001, and has concurrently served 180 days of active duty service.

"We are working with Opportunity Inc. to ensure that eligible personnel are made aware and take full advantage of the NEXStep program," said Rear Adm. David Architzel, commander, Navy Region, Mid-Atlantic. "We recognize the importance of helping quality Sailors who have served well and decided not to make the Navy a career. This type of service helps make a smooth transition for those leaving the military and offers a way for the Navy to give back to the local community."

Since many military personnel have technical backgrounds, Opportunity Inc. developed the TekJobs program as a way to leverage their expertise and to grow the region's technology work force. Currently, there are approximately 55,000 people employed in technology-related jobs in Hampton Roads, representing eight percent of employed people in the region.

The TekJobs program will include listings of available technology-related jobs in Northern Virginia.

Both NEXStep and TekJobs are funded through a \$20 million grant from the U.S. Department of Labor, the second largest grant ever awarded by the agency. The funds are being used to create one-stop employment centers both on the Southside and the peninsula, where military personnel, military spouses and federal employees can conduct job searches, receive free career counseling and apply for services and/or training.

The NEXStep Training for Transition center is located at 7712 Hampton Boulevard, Norfolk. NEXStep representatives are also located at transition assistance centers at select local military bases.

To learn more about services and eligibility requirements, visit NEXStep Training for Transition sites at local military bases, or call (757) 440-4003 on the Southside, and (757) 865-5874 on the Peninsula.

*Teaming from page 2*

tives. I caught myself dwelling on this issue during a recent NAVSUP Corporate Board of Directors gathering. The topic surfaced during a review of a communications survey by board members. We were discussing some results concerning relationships between headquarters, field activities, and customers. The survey bottom line was that we as a global team must commit to improving our communications and teaming efforts. I came away with a focus on practicing the "3 Cs," courtesy, communications, and compassion.

Good teammates are courteous, communicate, and have a depth of compassion. These factors build trust and confidence in one another and foster a cycle of steadily improving communications and teaming. I think this perspective comes about when you pause to "put yourself in the other guy's shoes" and ask how or why they are approaching an issue as they are. Accepting and trying to understand each other within an office, across departments, or between FISC Norfolk and either a customer or headquarters is fundamental to getting along and properly executing missions. Let's you and I focus on the "3 Cs" at all levels inside and outside of our command environment in order to improve the effectiveness of all of our teams. In doing so, I encourage you to balance the personal and impersonal methods of communication. In this high tech world, it has become overly convenient to use E-mail or faxes to pass information. These methods do not easily relay a sense of trust, purpose, and respect. Call or meet with your teammates as well. Most importantly, let's continue to build on accepting and understanding others as we team for success.

CAPT Bill Kowba  
Commanding Officer



# News Briefs

## Supply Corps Flag Officer Moves Announced

The Chief of Naval Operations has announced the following Navy Supply Corps flag officer moves.

Rear Adm. Steven W. Maas, currently serving as Commander, Navy Exchange Service Command, will relieve retiring Rear Adm. Paul O. Soderberg as Director, Logistics/Fleet Supply Officer, U.S. Atlantic Fleet. Rear Adm. William J. Maguire, currently serving as Vice Commander, Naval Supply Systems Command, will relieve Rear Adm. Maas as Commander, Navy Exchange Service Command.

In other Supply Corps flag officer news, Rear Adm. Raymond Archer will be retiring as Deputy Director, Defense Logistics Agency. Rear Adm. Thomas Hill, the senior reserve Supply Corps officer, will also be retiring from his position as Assistant Commander for Mobilization, Theater Logistics and Strategic Mobility, NAVSUP.

All moves are expected to take place in the second half of 2002.

The more than 2,600 officers of the Navy Supply Corps are responsible for supply and logistics support for the ships of the active fleet and hundreds of Naval shore installations worldwide, providing combat capability through logistics.

## Spay /Neuter Days at Navy Housing

Low-cost shots and spay/neuter for your cat or dog will be available at Navy Housing Sites this month.

· June 26: -NAB Little Creek Housing at Self Help/warehouse (from Independence Blvd., take Joslin Street to the Self-Help Warehouse). Call today for an appointment: 622-7382, EXT. 1348. Do you LOVE your pet? Did you know?...

· Cats and dogs can safely be spayed at age 10 wks and up, even if pregnant or in *heat* ... *it's true! Please, help us to combat pet overpopulation* by having your cats and dogs spayed or Neutered.

· Spayed females live healthier, longer lives, and will never develop uterine or ovarian cancer.

· Neutered males are less likely to roam off your property and into the street, and will never develop testicular cancer.

## June Events:

Long Term Care Video - Tuesday & Wednesday, June 18-19, in the Jack Room from 7:30 a.m. until 3:30 p.m.

M.D.I.P.A Service Day, Tuesday, June 25, in the Jack Room from 9:00 a.m. until 12:00 p.m.

The following employees are currently recipients in the Voluntary Leave Program and are in desperate need of do-

nated leave:

Mr. Terry Chilcott, Code 105

Mr. Roy Lathan, Code 302.12

Mr. Michael Wilson, Code 302

Ms. Mildred Rogers, FISC Det Washington

Please forward all Leave Donor's application to Ms. Helen Taylor, HRO, Code 22A, Bldg. W-143 or can be contacted at (757) 443-1028.

Personnel Liaisons - Please disseminate the following information to employees in your area(s):

Blue Cross Blue Shields Service Day is Monday, 20 June 2002 in HRO from 9:00 a.m. until 11:30 a.m.

## TSP Open Season

Open Season began May 15, 2002 and will continue through July 31, 2002. FERS employees may now contribute up to 12% of their basic pay. CSRS employees may now contribute up to 7% of their basic pay. After the close of this open season, May 15 through July 31, 2002, the dates of the Thrift Savings Plan (TSP) open season will change to October 15 through December 31 and April 15 through June 30. The corresponding election periods will then be the months of December and June. (This is when your TSP election will go into effect and, if eligible, you'll receive your Agency 1% contribution.)

For more information on TSP, click on <http://www.tsp.gov>.

## New Customer Service Director



*Cmdr. Brett Sturken was all smiles after moving into the "Director's Chair" in Code 100. He recently replaced Capt. Cris Toledo as Director of Customer Operations. Toledo is retiring after more than 38 years of service. See the next issue of the Supply Chest for more on Capt. Toledo and his career.*





## New DoD Web site spotlights America's war on terror

By Linda D. Kozaryn  
*American Forces Press Service*

The U.S. Defense Department's unconventional war against terrorism has spawned an unconventional Web site to report news about that war: DefendAmerica.mil.

The new site, which can also be found at DefendAmerica.gov, offers the latest news, photographs, transcripts and other information about the U.S.-led global effort against terrorism. As DefendAmerica's editor, David Jackson, put it: "If it has anything to do with the war, we're interested."

The Defense Department launched the site before Operation Enduring Freedom began last October. The goal was to inform the public, both in the U.S. and abroad, of what the U.S. was doing to combat global terrorism, according to Victoria Clarke, assistant secretary of defense for public affairs.

"We wanted people to know what our service members were doing at home and overseas," the Pentagon spokeswoman said. "Our goal is to help the public understand and appreciate how dedicated and committed our men and women in uniform really are."

The site captured attention quickly. Shortly after DefendAmerica's debut on the Internet, USA Today named it a "Hot Site" and Time Magazine reported: "If you want the official war news, that's easy — go to the Pentagon's comprehensive site, [www.DefendAmerica.mil](http://www.DefendAmerica.mil)."

Although DefendAmerica has been available to the public for only seven

months, it already boasts readers in more than 70 countries, and links to it can be found on Web sites all over the Internet, according to Jackson, a veteran newspaper and magazine journalist who was brought on board to edit DefendAmerica.

Content on the site changes daily, Jackson said, and includes coverage of every Pentagon briefing by Defense Secretary Donald H. Rumsfeld and other top military officials.

A feature called "Americans Working Together" reports on the myriad ways Americans are working together to combat terrorism, while "Profile" spotlights individuals and the roles they play in the war effort. Archives of both features can be accessed on the site.

DefendAmerica is also the home of "America's Thank You Note", an online form where supporters are invited to sign a virtual thank-you note to U.S. service members during May for National Military Appreciation Month.

A daily feature titled "We Remember Their Sacrifice" pays tribute to each victim who died in last year's Sept. 11 attack on the Pentagon.

Military buffs have found the site to be a rich source of information on military aircraft and equipment. A section called "Database" offers technical in-

formation about a wide range of military systems and equipment, from the perennial M-16 rifle to the newest Predator aerial vehicle. Another section, "Backgrounder", offers information on subjects from Afghanistan to weather and its influence on warfare. The site also contains links to other U.S. government and military Web sites along with streaming audio and video news stories.

DefendAmerica reports on all branches of the military, including the Army, Navy, Marine Corps, Air Force and Coast Guard, both active duty and reserve components.

Probably the most popular feature, according to Jackson, has been DefendAmerica's Photo Gallery archive, which offers photo essays by Joint Combat Camera and other military photographers that chronicle the progress of the war, from the Sept. 11 terrorists' attacks to the current campaign to help Afghanistan rebuild after years of civil war and unrest.

"There are a lot of stories to tell about this war effort," Jackson said, "and there's an enormous demand out there from both Americans and our international readers to learn more. We're glad that they're finding us an authoritative place to see what's going on."



# DoD Authorizes NDSM for War on Terrorism

By Rudi Williams  
*American Forces Press Service*

All service members, including Coast Guardsmen, who were on active duty on or after Sept. 11, 2001, are eligible to wear the National Defense Service Medal, defense officials announced May 1.

"The sacrifices and contributions made by the armed forces in direct response to the terrorism attacks on the United States and to the long-term resolution of terrorism merit special recognition," said Deputy Secretary of Defense Paul Wolfowitz.

Members of the National Guard and Reserve may also be awarded the medal if they were on federal active duty on or after Sept. 11. Exceptions are if they were on active duty for training, on short tours of active duty to serve on boards, courts, commissions and the like, or on active duty solely to get a physical exam.

Service members previously have worn the National Defense Service Medal for duty in three distinct periods, starting with the Korean War era, defined as June 27, 1950, to July 27, 1954.

Executive Order 11265 authorized the secretary of defense to establish periods of eligibility after Dec. 31, 1960. The second period of eligibility was a loosely termed "Vietnam War era" of Jan. 1, 1961, to Aug. 14, 1974.

The medal was again authorized by a memorandum from the secretary of defense dated Feb. 20, 1991, for active service on or after Aug. 2, 1990 — the beginning of Operation Desert Shield. The termination date was later set as Nov. 30, 1995.

No closing date has been established for this newest period. Eligible service members can receive and wear the award immediately. Those already awarded the medal for an earlier period will receive a bronze service star device to attach to the ribbon.

Established by President Eisenhower on April 22, 1953, the National Defense Service Medal indicates military service during a time of war or conflict regardless of the service member's station of duty.

Images, a description and history of the National Defense Service Medal are on the Web at <http://www-perscom.army.mil/tagd/tioh/medals/ndsm.htm>.



## ***New pier construction underway right outside Building W-143***



***For the Naval Station Norfolk waterfront, it's out with the old, in with the new. The demolition of the old Pier 2 is well underway. Taking its place will be a state-of-the-art double-decker pier, Pier 7, similar to the new Pier six. The double-decker piers allow utility connections to be made from the lower level, eliminating much of the clutter typically found on piers. This configuration makes the upper level more accessible for vehicles and pedestrians. The new pier will take more than three years to complete.***



# Bravo Zulu

**Bravo Zulu to the FISC Norfolk Ocean Terminal**  
The following message was sent by COMNCWGRU Two, and was forwarded to the Ocean Terminal with congratulations from Capt. Kowba.

"David, Skip, Patrick,  
Thanks for the great customer service per the COMNCWGRU Two message below. This kind of correspondence is priceless in terms of good will and fleet support. A flag officer once told me that there is nothing more important to an individual or a command than service reputation. It takes a long time to build and an instance to undermine. You really hit a home run in this case. I'm extremely proud of you."

R/WAK

Fm: COMNCWGRU Two

To: FISC Norfolk Va.

Subj: BRAVO ZULU

"Bravo Zulu to the FISC Norfolk Ocean Terminal team. During May 13-22, the personnel at the Ocean Terminal provided outstanding service to Naval Coastal Warfare Forces supporting Enduring Freedom. They took short fused, difficult requirements of outsized material and rolling stock and met the operational needs of the war fighter. I would like to specifically thank Kerry Forest and Daniela Duff for their superb support in managing this evolution in an outstanding manner. The actions and steadfast support of deploying forces by the FISC Norfolk Ocean Terminal team are in keeping with the highest traditions of the United States Navy. You have made a significant and positive difference to our forces. Request you pass my sincere gratitude for a job well done to your employees. Bravo Zulu.  
Commodore Ramsey sends."

**FISC Norfolk Det. Earle recently received the following letter from the officer-in-charge of Atlantic Ordnance Command Det. Earle:**

"I take great pleasure in expressing my appreciation for the support that you have provided to the AOC Det. Earle. You have consistently displayed a high quality of technical skill, resourcefulness, and dedication in the execution of your duties. No matter what challenge we have put before you, you have always provided courteous, expert, and timely service. Your keen sense of responsibility in the performance of your duties reflects great credit upon each and everyone within your organization. I applaud your accomplishments and extend to each one of you my personal thank you for all you have done and will continue to do for AOC Det. Earle."

S. C. Shoen



Rear Adm. Justin D. McCarthy, commander, Navy Supply Systems Command (left) congratulates Cmdr. Daniel L. Kruml after he assumed command of Naval Transportation Support Center from Capt. Robert J. Mundell (center).



Ralph Howell (left) was recently honored on the occasion of his retirement after 35 years of federal service. His last position was customer service representative for DDNV. He was presented with a variety of gifts, including a retirement plaque, by DDNV Deputy Commander Bill Weissner.



GM2(SW) Charles Mitchell is congratulated by Cmdr. David Wiggs after reenlisting recently. The ceremony was held at Mitchell's home.



# Bravo Zulu



**Carnell Bloomfield, Code 304, SMSD, FISC Norfolk Wage Grade Employee of the Quarter.**



**MR1(SW) Kenneth Creed, Code 304, SMSD, receives a Navy-Marine Corps Achievement medal from Capt. Cris Toledo.**



**AKC(AW) Tracy Davis, Code 105, LSC, receives a Navy-Marine Corps Achievement medal from Capt. Cris Toledo.**



**Mitch Gamble, Code X, DDNV White Collar Employee of the Quarter.**



**Joan Duke, Code 105, FISC Norfolk Supervisor of the Quarter.**



**Carolyn Owens, Code 303, FISC Norfolk General Schedule Employee of the Quarter.**



## ***Fair Winds and Following Seas***

**Lt. Cmdr. Patrick Blesch, director, Ocean Terminal, recently honored two Ocean Terminal employees. They are Tommy Coffer (left) and William Tan (right). They are both pictured receiving their retirement plaques from Lt. Cmdr. Blesch.**



# Bravo Zulu



*DDNV's Work Team of the Quarter is from Code V. Pictured (left to right) are Elton Bailey, Arcelious White, and Harold Wallace*



*Hattie Martin, DDNV Blue Collar Employee of the Quarter*



*Mary Brock, Code P, DDNV Blue Collar Employee of the Quarter.*



*The FISC Work Team of the Quarter is from Code 105. Pictured (left to right) are Teresa Wiggins, Elizabeth Moss, Brenda Jones, and Virginia Nichols.*

**Visit the FISC website at [www.nor.fisc.navy.mil](http://www.nor.fisc.navy.mil)**

**Whenever you're logged-on at work, be sure to check out the FISC Intranet site too, InsideFISC. Just type *insidefisc* in your browser to see what's happening. New information is added nearly every day.**

